



# School Improvement Plan 2015-2016

## Concord Middle School

**Concord Middle School Mission:** Value, Engage, Challenge, Inspire

**Concord Middle School Vision:** Concord Middle School empowers students to prepare themselves for the demands of a global future in safe, inviting, innovative and accountable environment that values, engages, challenges, and inspires.

Concord Middle School (CMS) is one of 8 middle schools in the Cabarrus County School District. CMS is one of the older middle schools in this school district, and it serves a large attendance zone with 6 elementary feeder schools. Our students live in the city of Concord, and our attendance zone has a total population of 27,724 people. Of this total population, 6,227 are “owner occupied” for their homes, while 4,570 are rentals. 1,978 children are under 5 in our attendance zone. When looking at the specific demographics of our attendance zone, we have 18,709 white, 5,660 African American, and 3,355 “other race.”

CMS feeds 2 high schools, with about 90% of its population to Concord High School and about 10% to Robinson High School. CMS has 820 students. Approximately 70% of our student population is free and reduced lunch. Of this 820 students, 31% are African American, 36% are White, and 27% are Hispanic. 11% of our total population is identified as Academically or Intellectually Gifted, and students with disabilities are 17% of our population.

Concord Middle School has 81 staff members that directly work with students (certified teachers, counselors, instructional support staff, administrators, counselors). CMS also has 5 custodians and 11 child nutrition staff members. Of the 81 staff members, 12 are beginning teachers in their first three years of teaching. Therefore, 85% of our staff has more than 3 years of experience. 17% of our staff is African-American, Asian, or Hispanic. CMS has 22 male staff members and 59 female staff members. There are 4 school administrators, 2.5 school counselors, one lead teacher, and one instructional technology facilitator.

**Data Analysis:** In deciding upon our goals for this school year, we analyzed EOG growth and proficiency data, EVAAS patterns (we don’t have the most up to date EVAAS data yet), disciplinary data from PowerSchool and the PBIS committee, Educator’s Handbook data, attendance information from PowerSchool, both the NC and CCS Teacher Working Conditions Survey, and community surveys. Our four goals are academic, attendance, discipline, and climate. Formative measures for these 4 goals will include (but not be limited to) SET, Classroom walkthroughs, the PLC performance assessment rubric, attendance google doc, student/teacher mid year survey, and academic benchmarks provided by the district.



# School Improvement Plan 2015-2016

Goal 1: By June 2018, overall student growth will increase by 25% and proficiency by 30% as indicated by EOG- Ready Exams, benchmarks, classroom observations, and EVAAS growth data.

**SBE Alignment:** Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship (goal 1). Every student has a personalized education (goal 2).

**CCS BOE Alignment:** By June 2016, CCS students in grades 3-12 will rank in the top NC school systems on EOG and EOC scale scores in math and reading as measures by the NC EOG/EOC test (CCS Goal 1.2).

Goal 2: By June 2017, Concord Middle School will reduce the suspension rate by 10% and reduce office referrals of 100 students by 15% as indicated by data provided through Educators Handbook.

**SBE Alignment:** Every student is healthy, safe, and responsible (goal 5).

**CCS BOE Alignment:** By June 2016, students having 2 or more referrals for behavior incidents will be reduced annually as measures by the PowerSchool discipline report (CCS goal 3.1a).

Goal 3: By June 2017, students will improve their daily attendance as evidenced by a 10% decrease of 9-20 excused/unexcused absences, 10% decrease of students having 21-40 absences, and a 5% decrease of students having 41 or more absences per school year as indicated by PowerSchool daily attendance reporting and quarterly/EOY PowerSchool attendance reporting.

**SBE Alignment:** Every student is healthy, safe, and responsible (goal 5).

**CCS BOE Alignment:** By June 2016, students having absences in excess of 8 days will be reduced to 25% or less as measured annually by the PowerSchool Attendance Report (CCS goal 3.4).

Goal 4: By June 2017, CMS will improve the school culture as indicated by the 85% approval rating from teachers and students on surveys of school climate.

**SBE Alignment:** Every student, every day as excellent educators (goal 3). Every student has a personalized education (goal 2).

**CCS BOE Alignment:** By June 2016, CCS parents, students and staff will report a greater level of satisfaction with Cabarrus County Schools as measured by the CCS Satisfaction Survey (CCS Goal 2.2).



# School Improvement Plan 2015-2016

## SMART Goal:

By June 2018, overall student growth will increase by 25% and proficiency by 30% as indicated by EOG- Ready Exams, benchmarks, classroom observations, and EVAAS growth data.

## Strategy

- 1) PLCs will meet weekly to analyze data and provide rigorous curriculum based instruction and interventions.
- 2) Concord Middle will provide students with a variety of remediation resources in all three tiers of MTSS.
- 3) Concord Middle will provide school wide enrichment and remediation time four times a week.

## Data that supports the SMART Goal

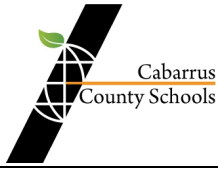
### CMS EOG Growth and Proficiency Data:

Growth	Baseline-2012	2013	2014	2015 (actual)	2016 Goal	2017 Goal	2018 Goal
Overall (6-8)	.072	.100	.12	.13	.21	.29	.38
Reading (6-8)	-.004	.000	.02	.03	.11	.19	.28
Math (6-8)	.146	.171	.18	.19	.27	.35	.44
Proficiency	Baseline-2012	2013	2014	2015 (actual)	2016 Goal	2017 Goal	2018 Goal
Reading (6-8)	69%	37%	38%	35%	45%	55%	65%
Math (6-8)	76%	31%	30%	22%	32%	42%	52%

## Beginning of Year Report: Report Key Steps for the year. Due by September 11, 2015.

### Key Steps

Step	Date Started	Date Completed
Periodic PLC trainings throughout the year provided by the county office, lead teacher, administrators, and department chairs/PLC facilitators.	8-24-15	
Periodic PLC support provided from the county office and grade level administrators.	8-31-15	
iReady accounts for students below grade level.	9-8-15	
Skills Plus math remediation program.	8-24-15	
Xtreme Reading reading/writing remediation program.	8-24-15	
Math Lab available for teachers to use math manipulatives and additional math resources.	9-21-15	
"Miner Time" school-wide enrichment and remediation provided for all students four times a week.	8-24-15	
ALEKS accounts for students to improve their math skills on an individualized program.	8-24-15	



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Reading/Writing Workshop in all ELA classrooms.	8-24-15	
Quarterly honor roll/character ceremony and reward for students.	8-24-15	
District PLC support through instructional coaches attendance at each PLC meeting	8-1-15	
Professional development on the purpose of the PLC and how to engage in the PLC work	8-24-15	
District investment in technology so that the school can become 1:1	9-29-15	
District support of the Canvas Challenge	10-1-15	

Person Responsible
Alicia Davis- AP, School Improvement Team, PBIS committee

Mid-Year Report. Due day of SIP Conversation.		
Formative Measures	List Key Results from Formative Measures	Record Progressing / Not Progressing
Discovery Education Benchmarks		
PLC Performance Assessment Rubrics		
Classroom walkthrough data		

Mid-Year  
Conversation  
Date

Mid-Year  
Conversation  
Held With

End-of-Year Report. Due June 17, 2016.
SMART Goal

Summative Measure	Key Results from Summative Measure	Result- Indicate with a "X"	
		Exceeds	<div></div>
		Meets	<div></div>
		Progress Made	<div></div>
		No Progressing / Not Met	<div></div>



# School Improvement Plan 2015-2016

## SMART Goal:

By June 2017, Concord Middle School will reduce the suspension rate by 10% and reduce office referrals of 100 students by 15% as indicated by data provided through Educators Handbook.

## Strategy

- 1) PBIS Committee at Concord Middle will create and uphold a "Miner Code" to use consistently school-wide.
- 2) Implementation of Capturing Kids Heart.
- 3) Continuation of MTSS school-wide.

*Data is public and shall not include teacher or student identifiers. Links may be used.*

## Data that supports the SMART Goal

Discipline Incidents	2012 (Baseline)	2013 (actual)	2014 (actual)	2015 (actual to date) (Goal)	2016 (Goal)	2017 Goal)
ISS	836	753, <b>203, - 77%</b>	183, <b>214, +5.4%</b>	211 (-6%),	196 (-7%)	180 (-8%)
OSS (short-term)	456	411, <b>237, - 24%</b>	213, <b>196, -17.3%</b>	186 (-5%)	176 (-5%)	167 (-5%)
Alt. Placements	12	11, <b>9, - 25%</b>	8, <b>4, -50%</b>	17	n/a	n/a

### 2014

(actual)

(Af. Amer & Hisp)

145, **161, +11%**

117, **141, +20.5%**

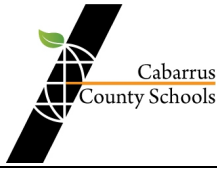
7, **3, -57%**

Discipline Incidents (African American)	2014 (Baseline) (African American)	2015 (Goal) (actual to date)	2016 (Goal)	2017 (Goal)
ISS	116	109 (-6%)	102 (-6%)	96 (-6%)
OSS (short-term)	117	110 (-6%)	104 (-6%)	99 (-6%)

## Beginning of Year Report: Report Key Steps for the year. Due by September 11, 2015.

### Key Steps

Step	Date Started	Date Completed
Staff will teach expectations consistently throughout the school.	8-24-15	
Staff will revisit expectations as needed throughout the year.	8-24-15	
Miner Bucks will be awarded to students as positive reinforcement and will be used in school Miner Buck store.	8-24-15	
Quarterly character awards will be given out to students at our quarterly honor roll ceremony.	8-24-15	



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Staff will be trained on the Capturing Kids Hearts strategies of classroom management.	8-24-15	
Quarterly merit events for students that meet behavior expectations.	8-24-15	
Implementing strike system in student's agendas.	8-24-15	
Counselor interventions after pattern of negative behavior.	8-24-15	
Universal screener for behavior.	8-24-15	
Educator's handbook training for staff and school wide implementation to track behaviors and bridge communication.	8-24-15	
SWIS procedures will be implemented in order to track behavioral and discipline concerns	9-11-15	
District support in professional development for MTSS coach and MTSS leadership team	8-24-15	
District financial investment in Capturing Kids' Hearts training	8-1-15	
District support of the CARE grant for MTSS processes	8-24-15	

Person Responsible
Alicia Davis-AP, School Improvement Team, PBIS Committee, Counseling Department

<i>Mid-Year Report. Due day of SIP Conversation.</i>		
Formative Measures	List Key Results from Formative Measures	Record Progressing / Not Progressing
Monthly discipline data reports		
Documentation of teacher interventions prior to office referrals		
Capturing Kids' Hearts student survey		

**Mid-Year  
Conversation  
Date**

**Mid-Year  
Conversation  
Held With**

<i>End-of-Year Report. Due June 17, 2016.</i>
SMART Goal

Summative Measure	Key Results from Summative Measure	Result- Indicate with a "X"	
		Exceeds	
		Meets	
		Progress Made	
		No Progressing / Not Met	



# School Improvement Plan 2015-2016

## SMART Goal:

By June 2017, students will improve their daily attendance as evidenced by a 10% decrease of 9-20 excused/unexcused absences, 10% decrease of students having 21-40 absences, and a 5% decrease of students having 41 or more absences per school year as indicated by PowerSchool daily attendance reporting and quarterly/EOY PowerSchool attendance reporting.

## Strategy

- 1) Counseling department will conduct regular attendance reviews in order to identify patterns with respect to student absences.
- 2) Concord middle school will conduct quarterly attendance celebrations in order to recognize students who have demonstrated perfect attendance as indicated by quarterly power school attendance report.
- 3) Concord middle school will begin exploring the implementation of a school based "student attendance review board" in order hold students and families accountable to the attendance regulations set forth by Cabarrus County Schools.

## Data that supports the SMART Goal

Absences	2011 (Baseline)	2012	2013 (actual)	2014 (actual)
0-9	596	544	490, <b>576, + 3%</b>	605, <b>667, +15.8%</b>
10-20	246	244	220, <b>227, -2%</b>	215, <b>206, -9.3%</b>
21-40	80	67	60, <b>45, -.02%</b>	42, <b>38, -15.5%</b>
41-60	5	3	2, <b>6, + .003%</b>	5, <b>14, +133%</b>
61+	1	1	0, <b>0, - .001%</b>	0, <b>2, +200%</b>

### 2015 Data:

100% perfect attendance for the entire year

1<sup>st</sup> quarter perfect attendance: 215 students

2<sup>nd</sup> quarter perfect attendance: 156 students

3<sup>rd</sup> quarter perfect attendance: 97 students

6<sup>th</sup> graders with 15 or more absences: 28 (as of Monday 4/13/15)

7<sup>th</sup> graders with 15 or more absences: 21 (as of Monday 4/13/15)

8<sup>th</sup> graders with 15 or more absences: 22 (as of Monday 4/13/15)



# School Improvement Plan 2015-2016

Absences	2015 (Goal)	2015 (Actual)	2016 (Goal)	2017 (Goal)
0-9	634	611 (-3.6 %)	581 (-5%)	550 (-10%)
10-20	196	192 (-2%)	182 (-5%)	173 (-10%)
21-40	36	74 (+105.5 %)	70 (-5%)	67 (-10%)
41-60	13	6 (-53.8 %)	4 (-33%)	2 (-33%)
61+	1	1 (0%)	1 (0%)	0(-100%)

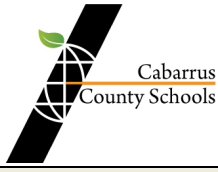
## Beginning of Year Report: Report Key Steps for the year. Due by September 11, 2015.

Key Steps		
Step	Date Started	Date Completed
Track days of the week that students are most likely to miss and offer suggestions to staff to get students to attend on those days.	8-24-15	
Concord Middle will work on establishing a school culture that all students will want to be recognized for their perfect attendance. "Continual recognition".	8-24-15	
Concord Middle will form a school based panel of administrators, counselors, support staff, medical, and law enforcement to determine if students should remain at CMS.	9-30-15	
Staff will use Miner Bucks to use in school store as a way to encourage students to be at school and follow the school expectations.	8-24-15	
Counselors will meet with students when there is a pattern of absences.	8-24-15	
Homeroom teachers will make a phone call home when students have missed a certain amount of days.	8-24-15	
District support of monthly meetings	8-24-15	
District support of the CARE grant and MTSS Coach	8-24-15	
District tracking of middle school attendance interventions	8-24-15	
District weekly attendance reports made available to CMS	8-24-15	

## Person Responsible

Alicia Davis-AP, School Improvement Team, Homeroom Teachers, PBIS Committee





# School Improvement Plan 2015-2016

<i>Mid-Year Report. Due day of SIP Conversation.</i>		
Formative Measures	List Key Results from Formative Measures	Record Progressing / Not Progressing
Data reports monthly		
Attendance google doc with documented interventions		

**Mid-Year Conversation Date**

**Mid-Year Conversation Held With**

<i>End-of-Year Report. Due June 17, 2016.</i>	
SMART Goal	

Summative Measure	Key Results from Summative Measure	Result- Indicate with a "X"	
		Exceeds	
		Meets	
		Progress Made	
		No Progressing / Not Met	



# School Improvement Plan 2015-2016

## SMART Goal:

By June 2017, CMS will improve the school culture as indicated by the 85% approval rating from teachers and students on surveys of school climate.

## Strategy

- 1) Staff will create norms among whole staff meetings, PLCs, grade levels, and committees.
- 2) Administrators will define clear expectations for staff.
- 3) Staff will create clear expectations for students and teach them consistently to students.
- 4) Implementation of Capturing Kids Hearts with modeling from Administrators for staff.

*Data is public and shall not include teacher or student identifiers. Links may be used.*

## Data that supports the SMART Goal

- Teacher Working Conditions Survey
- Community Survey for Teacher Leaders
- Cabarrus County Schools Teacher Working Conditions

[2014-15 Concord Middle School TWC.doc](#)

[NC TWC Survey Concord Middle School 2014.pdf](#)

## Beginning of Year Report: Report Key Steps for the year. Due by September 11, 2015.

*Aim for ten or less steps, however to add a step, click at the very end of a row and hit enter (return).*

## Key Steps

Step	Date Started	Date Completed
Staff will be mindful of time and how long meetings last.	8-24-15	
Teacher of the month award will be implemented along with other opportunities for teachers to recognize other teachers.	8-24-15	
Teachers pick a free prize determined by administrators when teachers have not have absences.	8-24-15	
Student character of the month award.	8-24-15	
Social Contracts among teachers and students in their classes.	8-24-15	
Consistency in teaching expectations and rewarding students.	8-24-15	
Administrators will have staff complete the Concord Middle School Climate Survey	8-24-15	
District investment into professional development for Capturing Kids' Hearts	8-1-15	
District provided equity training for administration in November and school leadership team in March	8-24-15	

## Person Responsible

Alicia Davis-AP, School Improvement Team, PBIS Committee



# School Improvement Plan 2015-2016

<i>Mid-Year Report. Due day of SIP Conversation.</i>		
<b>Formative Measures</b>	<b>List Key Results from Formative Measures</b>	<b>Record Progressing / Not Progressing</b>
Mid-year survey for teachers, parents, and students		
Capturing Kids' Hearts student survey		

**Mid-Year  
Conversation  
Date**

**Mid-Year  
Conversation  
Held With**

<i>End-of-Year Report. Due June 17, 2016.</i>	
<b>SMART Goal</b>	

<b>Summative Measure</b>	<b>Key Results from Summative Measure</b>	<b>Result- Indicate with a "X"</b>	
		<b>Exceeds</b>	
		<b>Meets</b>	
		<b>Progress Made</b>	
		<b>No Progressing / Not Met</b>	

## 2015-2016 School Improvement Team Members

**Jonathan Anderson: Science**  
**Jon Preston: Social Studies**  
**Charity Ballard: Language Arts**  
**Aimee Messier, Chairperson: Math**  
**Brittney Edwards: Exceptional Children**  
**Catherine Reynolds: Encore**  
**Alicia Watson: Counseling**  
**Annette York: Media/Technology**  
**Amy Brewer: Lead Teacher**  
**Jamie Mabry, Alicia Davis, Nick Lord, Carrie Tulbert: Administration**  
**Meredith Vogt, Jennifer Brayley, Dianne Barbee, Suzanne Parker: Parents**